



Legislation Details (With Text)

**File #:** 23-108      **Version:** 1      **Name:** Amendment No.1 Police Chief employment agreement

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**Enactment #:** 2023-034

**Title:** Adopt a Resolution to Approve and Authorize the City Manager to Execute Amendment No.1. to the Employment Agreement for Police Chief Abdul Pridgen, and a Resolution to Approve Employee Cost-Sharing Under Government Code Section 20516 by Unrepresented Executive Safety Employees

**Indexes:**

**Code sections:**

**Attachments:** 1. Att A - Reso Police Chief employment agreement, 2. Att B - Amendment No. 1 to A.Pridgen employment agreement, 3. Att C - Reso Cost Share

Date	Ver.	Action By	Action	Result
4/3/2023	1	City Council	Approved	Pass

Adopt a Resolution to Approve and Authorize the City Manager to Execute Amendment No.1. to the Employment Agreement for Police Chief Abdul Pridgen, and a Resolution to Approve Employee Cost-Sharing Under Government Code Section 20516 by Unrepresented Executive Safety Employees

**COUNCIL PRIORITY**

- Public Safety
- Infrastructure

**SUMMARY**

In September 2021, an employment agreement was approved for Abdul Pridgen to serve as Police Chief. An amendment to the employment agreement is proposed to include salary increases for the next four years, the addition of employee cost share towards retirement, as well as an adjustment to the vacation accrual rate.

**RECOMMENDATIONS**

Staff recommends that the City Council approve a resolution approving and authorizing the City Manager to execute an amendment to the employment agreement for Police Chief Abdul Pridgen and approve appropriations in the operating budget as necessary to implement the terms of the employment agreement amendment. Additionally, a separate resolution is required by CalPERS to initiate the employee cost-sharing process for unrepresented employees who are not part of a bargaining unit.

**BACKGROUND**

The Police Chief's current employment agreement is for the period September 13, 2021 through

September 13, 2024. The employment agreement did not include salary increases beyond January 1, 2022 due to anticipated negotiations with the San Leandro Police Management Association (SLPMA) for a successor Memorandum of Understanding. SLPMA's new MOU went into effect on January 1, 2023, and negotiations with Police Chief Pridgen were reopened to address salary compaction.

## **Analysis**

The proposed Amendment No. 1 to the Police Chief's Employment Agreement proposed the following changes:

### **Term**

The term of the employment agreement will be extended for two years, expiring September 13, 2026.

### **Compensation**

Management incentive pay will be rolled in base salary, which matches the San Leandro Police Management Association (SLPMA) and San Leandro Management Organization (SLMO) MOU provision.

Retroactive to January 1, 2023, base salary will be increased by 6.6%. Thereafter, salary increases will match SLPMA's salary increases of 4% effective July 1, 2024, 4% effective July 1, 2025, and 3% effective July 1, 2026. The salary schedules are attached to the proposed amendment and are presented in accordance with California Code of Regulations Section 570.5.

### **Retirement**

Chief Pridgen agrees to begin paying an employee cost share towards the City's/employer's CalPERS contribution, which will match SLPMA's cost share agreement. Retroactive to January 1, 2023, Chief will pay 1% towards the City's pension contribution rate, 1.5% effective July 1, 2024, and 2% effective July 1, 2025.

A CalPERS contract amendment must be approved to include the employee cost-share for the Police Chief. To initiate the contract amendment process, CalPERS requires a separate resolution approving the employee cost share for an unrepresented safety executive employee who is not part of a bargaining group.

### **Vacation Leave**

Vacation accrual will increase from 15 days to 25 days per year in recognition of the Chief's total years of sworn law enforcement experience. An additional one-time credit of 80 hours will be added to his vacation bank.

## **Previous Actions**

On September 7, 2021, by Resolution No. 2021-133, the City Council approved and authorized the City Manager to execute an employment agreement for Police Chief.

## **Financial Impacts**

For Fiscal Year 2022-2023, the increased cost of the proposed amendment is \$16,020. Police Chief is a budgeted position and there is sufficient funding from appropriations in the Fiscal Year 2022-

2023 adopted budget to absorb the increased cost.

Costs for the remaining fiscal years affected by the amendment will require Council appropriation as part of actions to be undertaken through subsequent biennial budget processes to the corresponding salary allocations as follows:

Fiscal Year 2023-2024: \$13,115

Fiscal Year 2024-2025: \$8,311

Fiscal Year 2025-2026: \$11,743

#### **ATTACHMENT(S)**

- **Attachment A:** Resolution of the City of San Leandro City Council Approving and Authorizing the City Manager to Execute Amendment No.1. to the Employment Agreement for Police Chief Abdul Pridgen
- **Attachment B:** Amendment No. 1 to Employment Agreement between the City of San Leandro and Police Chief Abdul Pridgen with salary schedules
- **Attachment C:** Resolution of the City Council of the City of San Leandro to Approve Employee Cost-Sharing Under Government Code Section 20516 By Unrepresented Executive Safety Employees

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